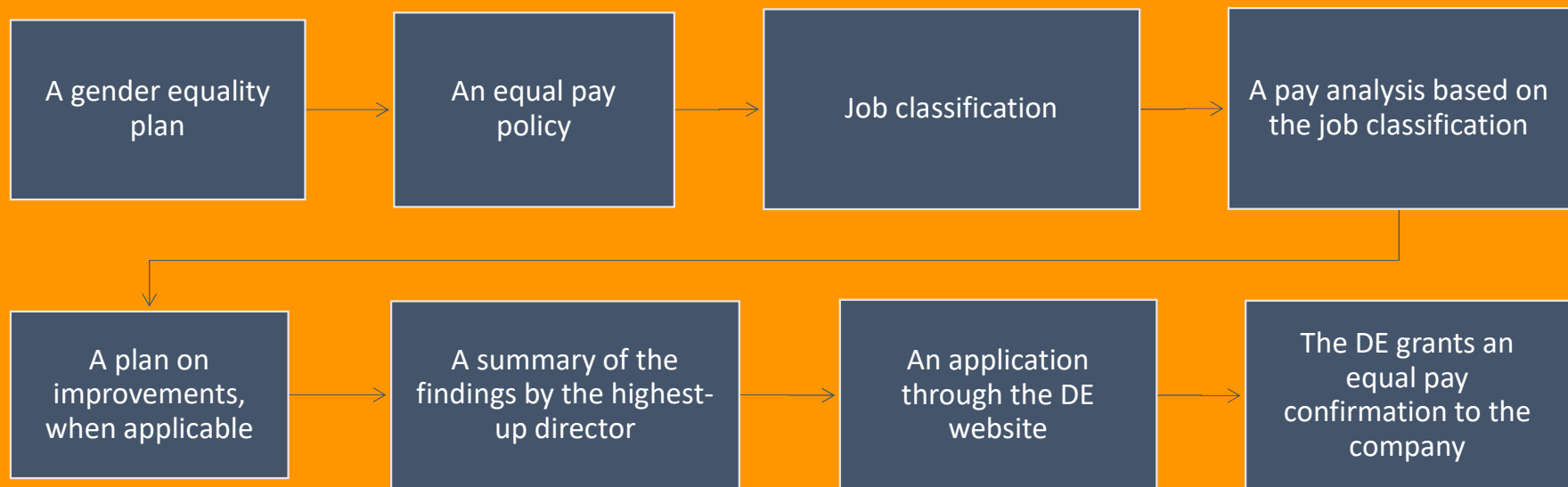


Equal Pay Confirmation

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An equal pay confirmation is a documentation that adequately shows, that its equal pay system and its implementation do not promote gender-based pay discrimination.

The steps to EP confirmation



Gender equality plan

- ✓ Equal pay – general provision
 - ✓ Equal pay confirmation
 - ✓ Vacancies, vocational training, retraining and continuing education
 - ✓ Reconciliation of work and family life
 - ✓ Gender-based violence, gender-based harassment and sexual harassment
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An equal pay policy

Statement including:

- ✓ Equal pay – general provision
 - ✓ Implementation of equal pay system
 - ✓ Equal pay goals
 - ✓ Pay analyses
 - ✓ Plan of improvements
 - ✓ Focus opinion of leaders
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Job classification

- ✓ Job classification on the basis of predetermined, objective criteria
 - ✓ Same or equally valuable jobs are classified together
 - ✓ Definitions of rewards within the company
 - ✓ Personal related reward vs. job related reward
-

Pay analyses

Analyses based on the job classification showing:

- ✓ The average fixed salary for a day job (divided by gender)
 - ✓ Fixed additional payments for work (divided by gender)
 - ✓ All extra payments (divided by gender)
 - ✓ Gender-based pay differences
 - ✓ Explanation of outliers
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A plan of improvements

... if applicable:

- ✓ Measures to correct pay or terms of employment if not possible to explain as a matter of fact
 - ✓ Implementation plan with timeline.
 - ✓ Evaluation plan if renewal of EP confirmation.
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A summary of the findings

.... of the documentation by the **highest-up director** of the company or institution

- ✓ Description of the Company
- ✓ Description of the achieved measures
- ✓ Description of the conclusion in the documents
- ✓ Description of the outliers

If renewal:

- ✓ *Findings from internal evaluation*
 - ✓ *Evaluation of progress and maintenance*
 - ✓ *Description of the follow up of improvements*
 - ✓ *Actions to validate former review*
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Summary

The companies have to acquire a know-how

The documentation must be accurate and contextual

The staff must be informed

Use the process to improve procedures and decision making

The role of the DE

- ✓ The Directorate grants a company or institution an equal pay confirmation
- ✓ The Directorate of Equality shall keep records of the companies and institutions that have received equal pay confirmation
- ✓ Education and information

<https://www.jafnretti.is/is/vinnumarkadur/jafnlaunastadfesting/jafnlaunastadfesting>

Thank you
